



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

Date: 1.17.19	Interviewer: CM	RFA # 19- 23
Name of Person(s) Requesting Assistance: [REDACTED]		
Contact Numbers (telephone, e-mail, etc.): [REDACTED]		
Requested Assistance Pertaining To (name, position, policy, project, etc.): [REDACTED], former supervisor		
Contact Numbers (telephone, e-mail, etc.): [REDACTED]		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male Female Other :
 He/Him/His She/Her/Hers They/Them/Theirs Other :
 Administrator Faculty Staff Student

Concern Regarding: Male Female Other:
 He/Him/His She/Her/Hers They/Them/Theirs Other :
 Administrator Faculty Staff Student
 Other:

Category: (Please check at least one)

<input type="checkbox"/> Age	<input type="checkbox"/> Color	<input type="checkbox"/> Creed	<input type="checkbox"/> Disability	<input type="checkbox"/> Veteran Status
<input type="checkbox"/> Marital Status	<input type="checkbox"/> National Origin	<input type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion	<input type="checkbox"/> Retaliation
<input type="checkbox"/> Sex/Gender	<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Employment	<input type="checkbox"/> Genetic Information
<input type="checkbox"/> Gender Identity or Expression				

Time Line		
Date	Item	Comments
1.17.19	Sarah N (Union rep) phone call with SGS	Sarah N phone call with SGS indicating she had a conversation with [REDACTED] and would like to meet further with EO
1.17.19	SGS conversation with CM	SGS informed CM that she spoke with Sarah [REDACTED] union rep. Apparently [REDACTED] had been working with HR and HR had not been helpful and [REDACTED] was still had concerns related to [REDACTED]. SGS scheduled a tentative time for CM to meet with [REDACTED] and Sarah at 9:00 on 1.18.19- SGS was going to see if University Police needed to be present during this meeting as well- with [REDACTED] blessing. SGS to confirm availability of everyone at 9:00 on 1.18.19

1.17.19	SGS coordinated meeting for CM, [REDACTED] and Sarah	
1.18.19	CM meeting with [REDACTED] and Sarah	<p>CM met with [REDACTED] and Sarah in the EO Office. [REDACTED] and Sarah had previously met with EO last year (RFA [REDACTED]) regarding concerns he was having with his supervisor, [REDACTED]. At that time, CM referred [REDACTED] to HR for assistance. [REDACTED] and Sarah wanted to meet with EO again to further discuss aspects of his concern.</p> <p>[REDACTED] said on two occasions, while at work, [REDACTED] and [REDACTED] were talking about guns, and [REDACTED] showed him pictures and video of himself shooting big guns. [REDACTED] said [REDACTED] did this on his work computer. [REDACTED] said one time, [REDACTED] showed him guns for a whole hour. [REDACTED] said the pictures and video were taken at a shooting range, but it showed different sizes of guns. [REDACTED] said [REDACTED] would tell him how to stand to shoot the different guns.</p> <p>[REDACTED] said [REDACTED] also showed him a picture of a room that holds military paraphernalia he collects. [REDACTED] said the room is organized into different sections- one section has Russian uniforms, guns, hats, boots, etc. Another section has Ukrainian/Polish items. [REDACTED] said there was another section that had German paraphernalia from WW2- including hats with swastikas and a SS uniform. [REDACTED] said [REDACTED] showed him the pictures (one picture of the whole room, then pictures of some of the sections), on his work computer during work hours.</p> <p>[REDACTED] said most of the swastikas were on the uniform. [REDACTED] said it was burned or dirty, which made him think it was real because it did not look fresh. [REDACTED] said there was also a flag, which caught his attention first- there was a swastika on the flag. [REDACTED] said there was more Nazi stuff than Russian/Ukrainian stuff.</p> <p>[REDACTED] said [REDACTED] told him about how it is authentic stuff and he buys it online from a website that is like a private EBay.</p> <p>[REDACTED] said that if he was a Jewish person, he would be completely outraged that [REDACTED] showed him that stuff, and said there are people at WWU who are connected to people in concentration camps. [REDACTED] said the first things that came into his mind were the millions of people who died- and the thought that [REDACTED] was giving money to the "Crazies" by spending thousands of dollars to buy the items.</p> <p>[REDACTED] said [REDACTED] showed him the picture of the room with the swastikas a couple of times- on two separate days. [REDACTED] said [REDACTED] also showed other people the pictures as it is something [REDACTED] believes [REDACTED] is proud of. [REDACTED] said he did not think [REDACTED] should be showing these pictures to people at work- and certainly not before asking if they are comfortable seeing Nazi paraphernalia before showing it.</p> <p>[REDACTED] said [REDACTED] did not say anything pro-Nazi or that Hitler was great- but he was excited about the items.</p> <p>[REDACTED] said he did not care what the EO office did about the concern, as he no longer works with [REDACTED], so as long as no one puts them together again- he has no immediate concern. [REDACTED] indicated he just wanted to let the EO Office know about it.</p>
2.5.19	SGS and CM phone call to [REDACTED]	SGS and CM phone call to [REDACTED] - no answer, SGS left VM
2.6.19	[REDACTED] phone call	[REDACTED] phone call to EO. SGS unavailable- CM and SGS to call [REDACTED]

	to EO	back. SGS closed loop in meeting with [REDACTED], [REDACTED] who confirmed that [REDACTED] had spoken to and had taken down any inappropriate images from his computer.